As of: 03/25/0

AFFTC 2004
Demo Administration

Acquisition Demonstration Office - 95 MSS/DPCA 7-5388

Brandt Taylor	Acquisition Demonstration Project Officer
Chris Haile	Human Resources Specialist
Sharrie Spicher	Human Resources Specialist
John Turner	Human Resources Specialist

Pay Pool/Pay Pool Manager/Organization

401	Col Jack Gregory Jr	Selected AFFTC 2 Ltrs
402	Col Charles Snavely	PK
403	Anne Tedrick	FM
404	Kelly Adams	412 CC RM/TPS
405	Col Brian Simpson	CC
406	Pete Martini	DR
407	Tim Chalfant	MXI/ENI
408	Tom Berard	ENR
409	Robert Kennington	EN
410	Col Walter Munyer	MX
411	Col Jon Link	EW
412	Robert Wood	EM
413	James Judkins	CE
414	Sean McMorrow	IT
415	Col Sally Petty	MED GP
416	Col Jackie Tillery	95 CV/MSG

CCAS Data Maintainers - Alternates

401	Randy Scott – Wendy Waiwood
402	Alice Hildreth – Julie Kelleher
403	Debbie Cameron – Dee Cameron
404	Theresa Graves – Kelly Adams
405	Joe Orwat – Genevive Zavala
406	Tari Plante – Lillian Aguilar
407	Sylvie Roy-Young – To be determined
408	Ray Klucz – Christine Miller
409	Kenita Bushee – Linda Pigman
410	Fran Thompson – Della Upson
411	2nd Lt Corinne Montgomery – 2nd Lt Evan Searles
412	Lisa Galloway – Mary Spencer
413	Frank Biggins – Sharon Bryant
414	Christine Cotten – Diane Gray
415	Carrie Shapbell – Ernesto Ballesteros
416	Nancy Zimmerman – To be determined

Implementation Team Members

Dean Bergevin
Frank Biggins
Rob Brunn
Kenita Bushee
Melody Childress
Jennifer Farrow
Joe Orwat
Chris Haile
Alice Hildreth
Margarita Hoffman
Robert Kennington
Ray Klucz
Dennis LaFollette
Carrie Shapbell
Sharrie Spicher
Brandt Taylor
Jan Taylor
Fran Thompson
Wendy Waiwood
Robert Wood

11 Steps of CCAS Process

1. **Employee** self-assessment
2. **Rating Official** assessment
3. **Pay Pool Panel** meets to establish contribution level matrix
4. **Pay Pool Panel** determines Overall Contribution Score (OCS) for each employee
5. **Pay Pool Panel** identifies/resolves inconsistencies in OCS
6. **Pay Pool Manager** approves OCS list
7. Rail placement of employees is plotted
8. **Pay Pool Manager,** in consultation with the pay pool panel, determines the potential CRI and CA for each employee
9. **Pay Pool Manager** reviews CRI/CA for fairness and consistency with OCS
10. **Pay Pool Manager** approves OCS, CRI and CA
11. **Rating Official** communicates outcomes to employees